



NORTHWEST POWER NORTHWEST VALUES

Job Title & Series: Civil Engineer (Hydraulics/Hydrologic) GS-810	Job Announcement Number: 10194-12-DE
Grade & Salary Range: GS-12: \$72,540 - \$94,300 GS-13: \$86,260 - \$112,136 <i>Full performance level: GS-13. May be filled at any level above.</i>	Opens: 06/28/12 Closes: 07/17/12 <i>(Applications must be received by 11:59 p.m. Pacific Time)</i>
Anticipated number of positions to be filled: One position	Location: Portland, OR Federal Employees: Federal transfer relocation is not available for this position.
Type of Position: This is a permanent position with a full-time work schedule.	
Benefits: BPA offers a comprehensive benefits package. http://www.jobs.bpa.gov/Benefits/	

Eligibility

All United States citizens are eligible to apply.

*NOTE: You must submit separate and complete application packages for each vacancy for which you would like to be considered. This includes current or former federal employees eligible for transfer or reinstatement, veterans eligible for appointment under the Veterans' Employment Opportunities Act or other veterans' programs, and others eligible under special hiring authorities may apply under external announcements and internal Merit Promotion procedures: **10196-12**.*

About BPA

The Bonneville Power Administration has been powering people and careers for nearly 75 years. We are a non-profit federal agency that provides clean, emissions-free electricity to the Pacific Northwest and maintains a high voltage transmission system to deliver that electricity. We are a leader in sustainability and environmental stewardship, promoting energy efficiency, renewable energy, the smart grid, fish and wildlife protection and initiatives to address climate change. We are a visionary and innovative agency that values diversity and creativity and encourages continuous learning. We are located throughout the Pacific Northwest with opportunities in cities, smaller communities and rural areas. You can learn more about BPA at www.bpa.gov.

Job Summary & Major Duties

The position will serve as a technical expert developing and or evaluating watershed and stream assessments necessary to guide restoration of systems requiring hydraulic or hydrologic modification and/or engineering expertise. This position will also make recommendations on complex civil engineering and geomorphology problems including geomorphology assessments; locating instream habitat restoration projects; and assessment of the affects of restoration projects on fluvial systems and facilities. Specifically, this position provides technical assistance and support through consultative services, project review, planning and project design, and standards development and training to support Fish and Wildlife program implementation. The position supports BPA managers and staff in the fish and wildlife, environmental compliance, and power organizations. The position facilitates development, modification, and training on technical standards for engineered features as they apply to implementation, policy, and compliance matters. The position supports project sponsors through training and reinforcement of best practices necessary to meet program implementation goals. This position assists sponsors in strategy and planning to facilitate capacity building and sustainability of conservation actions. The position evaluates technical components of projects with linkage to Biological Opinion requirements and Fish and Wildlife program objectives. This is a leadership position responsible for providing training and mentoring; coordinating sites visits, and developing and implementing comprehensive watershed restoration actions. The position coordinates with implementation and compliance staff to assure plans and designs include provisions necessary to meet regulatory requirements. The position understands and has worked with regional programmatic agreements for environmental compliance, processes, and regulatory agencies. The position reviews engineering, hydrology, and hydraulic reports and recommendations prepared by others. The position produces oral and written work products and presents findings in public, tribal, and inter-agency meetings. The Fish and Wildlife (F&W) group implements and participates in actions to meet BPA's fish and wildlife mitigation responsibilities under the Northwest Power Act and the ESA. BPA is required by law to mitigate the impacts to fish and wildlife to the extent affected by the construction and operation of the FCRPS. BPA's Fish and Wildlife group together with the other Action Agencies, the US Army Corps of Engineers (Corps) and the Bureau

of Reclamation (BOR) implements ESA Biological Opinions on the impacts of the FCRPS on ESA listed fish and wildlife. This function includes developing, reviewing, and commenting on mitigation activities in the Columbia River Basin proposed for BPA funding under either the Northwest Power and Conservation Council's (Council) Fish and Wildlife Program or NOAA Fisheries/USFWS Biological Opinions. It includes project implementation, contract, and project management activities. This function also includes coordination of fish and wildlife resource issues with PS' and TS' real-time and long-term operations planning. This function develops policies and procedures for implementation of its fish and wildlife mitigation responsibilities and works closely with project sponsors, the Council, Corps, NOAA Fisheries, BOR, USFWS, Columbia Basin Fish and Wildlife Authority (CBFWA), individual tribes and state agencies, utilities and others.

Qualifications

SPECIALIZED EXPERIENCE

GS-12:

- Experience conducting hydraulic or hydrologic evaluation of sites proposed for restoration treatment.
- Experience developing and implementing restoration actions in compliance with regulatory requirements.
- Experience evaluating the technical components of projects as they relate to fluvial and geomorphic processes.
- Experience using computer programs for design, planning, and analysis of restoration or facility modification activities.
- Experience evaluating project performance against established metrics.

GS-13:

- Experience managing or coordinating details of projects to protect, mitigate, and enhance fish and wildlife resources.
- Experience working independently to develop strategic plans and programs; evaluate designs; and negotiate recommendations for projects involving complex hydraulic and hydrologic analysis.
- Experience conducting hydraulic or hydrologic evaluation of sites proposed for restoration treatment.
- Experience using computer programs for design, planning, and analysis of restoration or facility modification activities.
- Experience developing performance metrics to evaluate project effectiveness relative to established program and performance objectives.

In order to be rated as meeting the minimum qualifications, we must be able to determine from your application package (includes resume, cover letter and or other supporting material) that you have a minimum of **one year** of the specialized experience requirement described above. *Applicants who have qualifying experience performed on less than a full-time basis must specify the percentage and length of time spent in performance of such duties.*

EDUCATION

To be rated as qualified for this position, college transcripts are required.

A. Degree: professional engineering. To be acceptable, the curriculum must: (1) be in a school of engineering with at least one curriculum accredited by the Accreditation Board for Engineering and Technology (ABET) as a professional engineering curriculum; or (2) include differential and integral calculus and courses (more advanced than first-year physics and chemistry) in five of the following seven areas of engineering science or physics: (a) statics, dynamics; (b) strength of materials (stress-strain relationships); (c) fluid mechanics, hydraulics; (d) thermodynamics; (e) electrical fields and circuits; (f) nature and properties of materials (relating particle and aggregate structure to properties); and (g) any other comparable area of fundamental engineering science or physics, such as optics, heat transfer, soil mechanics, or electronics.

OR

B. Combination of education and experience – college-level education, training, and/or technical experience that furnished (1) a thorough knowledge of the physical and mathematical sciences underlying professional engineering, and (2) a good understanding; both theoretical and practical, of the engineering sciences and techniques and their applications to one of the branches of engineering. The adequacy of such background must be demonstrated by one of the following:

1. Professional Registration – Current registration as a professional engineer by any State, the District of Columbia, Guam, or Puerto Rico. Absent other means of qualifying under this standard, those applicants who achieved such registration by means other than written test are eligible only for positions that are within or closely related to the specialty field of their registration.

2. **Written Test** – Evidence of having successfully passed the Fundamentals-In-Engineering (FE) examination, or the written test required for professional registration, which is administered by the Boards of Engineering Examiners in the various States, the District of Columbia, Guam, and Puerto Rico. Applicants who have passed the examination and have completed all the requirements for either (a) a bachelor's degree in engineering technology (BET) from an accredited college or university that included 60 semester hours of courses in the physical, mathematical, and engineering sciences, or (b) a BET from a program accredited by the Accreditation Board for Engineering and Technology (ABET) may be rated eligible for certain engineering positions at the GS-5 level. Eligibility is limited to positions that are within or closely related to the specialty field of the engineering technology program.

3. **Specified Academic Courses** – Successful completion of at least 60 semester hours of courses in the physical, mathematical, and engineering sciences and in engineering that included the courses specified in the basic requirements. The courses must be fully acceptable toward meeting the requirements of a professional engineering curriculum as described in paragraph A.

4. **Related Curriculum** – Successful completion of a curriculum leading to a bachelor's degree in engineering technology or in an appropriate professional field, e.g., physics, chemistry, architecture, computer science, mathematics, hydrology, or geology, may be accepted in lieu of a degree in engineering, provided the applicant has had at least 1 year of professional engineering experience acquired under professional engineering supervision and guidance.

For more information on meeting the basic education requirements for this position, please visit:
<http://www.opm.gov/qualifications/Standards/IOs/gs0800/0800.htm>

Education obtained outside the United States: If your education has been obtained outside the U.S, you must submit proof with your application that your transcripts have been evaluated by a private organization that specializes in interpretation of foreign educational credentials and have been deemed at least equivalent to that gained in conventional U.S. education institutions.

KNOWLEDGE, SKILLS, AND ABILITIES

Your application materials will be reviewed against the knowledge, skills and abilities (KSAs) listed below to determine your category rating: Best Qualified, Highly Qualified, or Qualified. Within these categories, applicants eligible for veteran's preference will receive selection priority.

Clearly articulating your work experience to determine the application of the knowledge, skills or abilities through performance is critical to determining your qualifications for this position. Please describe your experience and thoroughly address the statements below through your resume, cover letter, and/or other supporting material you choose to submit. Work product examples will not be reviewed unless specifically requested. For more information on how to provide supporting information for KSAs, please visit http://jobs.bpa.gov/How_To_Apply/ksa.cfm.

1. **Knowledge, skill, and ability to conduct and to review hydraulic or hydrologic evaluations (including evaluation of fluvial and geomorphic processes) sufficient to guide the implementation of projects to restore fisheries, instream habitat, and aquatic habitat.** (Please describe your experience conducting hydraulic or hydrologic evaluations, including evaluating the technical components of projects as they relate to fluvial and geomorphic processes. Provide detailed examples of restoration projects you worked on and the roles you played. Describe your level of proficiency, training, or education using computer models, or associated software applications, to guide your work.)
2. **Ability to assess technical, political, social, and economic information in order to make recommendations for restoration of fishery, stream habitat, and aquatic resources.** (Please describe your experience reviewing technical information, including evaluating information provided by others and developing recommendations that consider political, social or economic circumstances. Describe how you assembled and evaluated input from others and how you used this information in your recommendation.)
3. **Knowledge evaluating and/or defining metrics for monitoring project effectiveness. (Please describe your experience with research, monitoring, and evaluation.** Describe your experience measuring and evaluating metrics for monitoring project effectiveness. Describe your experience evaluating metrics for monitoring project effectiveness measured against specific program goals or objectives. Describe the purpose of the analytic exercise and the expected outcome of the monitoring program your work was supporting.)
4. **Knowledge and skill developing standards for regulatory compliance and project integrity for application across programs.** (Please describe your experience developing standards for application

across programs or to guide an organization's SOPs for compliance. Were you working across organizations or agencies? Describe your knowledge and understanding of regional programmatic agreements for compliance in the Northwest and your experience either implementing projects consistent with these or negotiating alternative outcomes.)

- 5. Ability to work independently and to lead others.** (Please describe your experience leading a diversity of work groups including internal and external clients. What is your leadership style? Specifically describe your experience working independently to develop plans, evaluate designs, and negotiate recommendations with internal and external stakeholders. Give an example of how you encourage others to work toward some shared interest? Describe how you have lead teams and mentored peers.)

ADDITIONAL REQUIREMENTS

- Field work may require some physical exertion such as: walking over rough, uneven, or rocky surfaces and steep ground; driving on unimproved roads; working in or around facilities such as fish ladders, sorting facilities, screening facilities, dams, and diversions; and wading in streams along riparian margins. Some lifting of moderately heavy items as well as bending, stooping, stretching, reaching, or similar activities may also be necessary.
- Overnight travel from 6 to 10 nights per month for field work.
- Valid Driver's License is required in order to carry out the duties of the position.

SECURITY & SUITABILITY

The sensitivity level of this position is designated as 'Low Risk – Nonsensitive', which requires that the selectee pass a National Agency Check with Inquiries (NACI) personnel investigation and receive a favorable suitability determination. For more information please visit: http://jobs.bpa.gov/How_To_Apply/faqs.cfm#18

Application Package Checklist

- ☐ Resume, cover letter, and/or other supporting material you choose to submit that fully describe your education and experience. Application must contain sufficient information to determine eligibility for the position.

Applications must include the following information:

- Job Announcement number, title, and grade
 - Full legal name, mailing address, contact telephone number and email address
 - **Country of citizenship** (SSN or other ID is not requested at this time)
 - High school attended which includes name of high school and location.
 - Employment history including unpaid positions with job title, grade (if Federal), duties and accomplishments, employer's name and address, supervisor's name and phone number, starting and ending dates (month and year), salary, and hours worked per week. Explain any gaps in employment.
 - Indication if we may contact your current supervisor.
 - List of other job-related training, skills, certificates and licenses, recognition, professional memberships, publications, leadership activities, or other relevant information.
 - Grade level(s) for which you are applying.
- ☐ College transcripts (photocopies are acceptable) for positions with education requirements.
- ☐ **VETERANS:** To be considered for veteran's preference, a copy of your DD-214 (Member 4) is required. 10-point veterans must also provide a copy of their SF-15 and associated documentation.
- ☐ All applicants are encouraged to complete the Ethnicity and Race Identification attached.

How to Submit Your Application

Applications may be emailed, faxed or mailed. Due to security requirements, we only accept hand-delivered application from individuals who currently have badge access to the building.

- **Email to:** jobs@bpa.gov with the Job Announcement Number in the subject line and on any attachments.
- **Fax to:** 503-230-3149
- **Send via US Mail to:** Bonneville Power Administration, ATTN: Human Capital Management, NHQ-1, PO Box 3621, Portland, OR 97208-3621.

You will be notified via email to confirm receipt of your application package. *Applicants should retain a copy of their application as BPA does not return applications or provide copies.* For more information on the hiring process, please refer to: http://jobs.bpa.gov/How_To_Apply/whathappens.cfm.

Additional Information

Veterans Information: https://help.usajobs.gov/index.php/Veterans_Information

Career Transition Assistance Program/Interagency Career Transition Assistance Program

(CTAP/ICTAP): Federal employees seeking CTAP/ICTAP eligibility must submit proof that they meet the requirements of 5 CFR 330.605 (a) for CTAP and 5 CFR 330.704 for ICTAP. This includes a copy of the agency notice, a copy of their most recent Performance Rating and a copy of their most recent SF-50 noting current position, grade level, and duty location. **Please annotate your application to reflect that you are applying as a CTAP or ICTAP eligible.** For additional information please refer to <http://www.opm.gov/ctap/>

EEO Policy Statement: https://help.usajobs.gov/index.php/EEO_Policy_Statement

Reasonable Accommodation Policy Statement:

[https://help.usajobs.gov/index.php/Reasonable Accommodation Policy Statement](https://help.usajobs.gov/index.php/Reasonable_Accommodation_Policy_Statement)

Legal and Regulatory Guidance: [https://help.usajobs.gov/index.php/Legal and Regulatory Guidance](https://help.usajobs.gov/index.php/Legal_and_Regulatory_Guidance)

Forms Availability: All application materials may be obtained by calling 503-230-3230, or 1-877-975-4272 or visiting: <http://www.jobs.bpa.gov> .

Applicant Source Form

The Bonneville Power Administration's Human Capital Management office has an ongoing process improvement objective associated with recruitment and outreach strategies. In order for us to assess the effectiveness of our current advertising and Recruitment efforts, please identify how you learned about this job by marking the appropriate box below:

Vacancy Announcement Number	Position Title, Series, Grade
<input type="text"/>	<input type="text"/>

☐ **BPA Website**

☐ **USAJOBS Website**

☐ **Job Board** (CareerBuilder, Craigslist, Employment Dept, etc.)

(please specify): _____

☐ **Industry Website or Event** (National Institute of Government Purchasers, GreenDrinks, etc.)

(please specify): _____

☐ **Social Media Website** (Facebook, LinkedIn, etc.)

(please specify): _____

☐ **Career Fair** (campus events, community event)

(please specify): _____

☐ **BPA employee**

☐ **Other (please specify):** _____

U.S. Office of Personnel Management Guide to Personnel Data Standards	ETHNICITY AND RACE IDENTIFICATION (Please read the Privacy Act Statement and instructions before completing form.)	
Name (Last, First, Middle Initial) <div style="background-color: #cccccc; width: 100px; height: 20px;"></div>		
Agency Use Only		
Privacy Act Statement Ethnicity and race information is requested under the authority of 42 U.S.C. Section 2000e-16 and in compliance with the Office of Management and Budget's 1997 Revisions to the Standards for the Classification of Federal Data on Race and Ethnicity. Providing this information is voluntary and has no impact on your employment status, but in the instance of missing information, your employing agency will attempt to identify your race and ethnicity by visual observation. This information is used as necessary to plan for equal employment opportunity throughout the Federal government. It is also used by the U. S. Office of Personnel Management or employing agency maintaining the records to locate individuals for personnel research or survey response and in the production of summary descriptive statistics and analytical studies in support of the function for which the records are collected and maintained, or for related workforce studies.		
Specific Instructions: The two questions below are designed to identify your ethnicity and race. Regardless of your answer to question 1, go to question 2.		
Question 1. Are You Hispanic or Latino? (A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.) <input type="checkbox"/> Yes <input type="checkbox"/> No		
Question 2. Please select the racial category or categories with which you most closely identify by placing an "X" in the appropriate box. Check as many as apply.		
RACIAL CATEGORY (Check as many as apply)	DEFINITION OF CATEGORY	
<input type="checkbox"/> American Indian or Alaska Native	A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.	
<input type="checkbox"/> Asian	A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.	
<input type="checkbox"/> Black or African American	A person having origins in any of the black racial groups of Africa.	
<input type="checkbox"/> Native Hawaiian or Other Pacific Islander	A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.	
<input type="checkbox"/> White	A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.	

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